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NONFARM AGRICULTURAL EMPLOYMENT IN SOUTHEAST LOUISIANA--AREA IV--WITH IMPLICATIONS FOR DEVELOPING TRAINING PROGRAMS.

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AS PART OF A STATEWIDE STUDY OF AGRICULTURAL OCCUPATIONS IN LOUISIANA, AN INTERVIEW SURVEY OF 207 FARM-BASED FIRMS IN THE SOUTHEASTERN AREA, EXCLUDING BATON ROUGE AND NEW ORLEANS, WAS CONDUCTED TO DETERMINE (1) THE IDENTITY OF BUSINESSES AND ORGANIZATIONS HAVING EMPLOYEES WHO NEEDED AGRICULTURAL COMPETENCIES, (2) INFORMATION ABOUT JOBS, AND (3) AGRICULTURAL TRAINING ASSOCIATED WITH JOBS. OF 207 FIRMS IN THE AREA, TWO-THIRDS WERE IN THREE OCCUPATIONAL FAMILIES--FARM SUPPLIES AND EQUIPMENT, LIVESTOCK AND POULTRY, AND AGRICULTURAL SERVICE. THE FIRMS EMPLOYED 3,596 WORKERS OF WHICH 2,280 IN 369 DIFFERENT JOB TITLES NEEDED AGRICULTURAL COMPETENCIES. A 14 PERCENT INCREASE IN EMPLOYEES WAS EXPECTED WITHIN 5 YEARS. THE MAJORITY OF WORKERS, 56 PERCENT, WAS FOUND IN UNSKILLED, SEMISKILLED, AND SKILLED EMPLOYMENT LEVELS. THE AVERAGE JOB ENTRY AGE ACCEPTABLE BY EMPLOYERS WAS 23. EMPLOYERS EXPECTED A HIGH SCHOOL EDUCATION OF NEW EMPLOYEES, AND AT THE PROFESSIONAL LEVEL, REQUIRED A DEGREE. THEY PREFERRED PROSPECTIVE EMPLOYEES TO HAVE A FARM BACKGROUND. FORMAL TRAINING GENERALLY REQUIRED INCLUDED BASIC PROCESSES IN PRODUCTION AGRICULTURE PLUS SOME SPECIALIZED TRAINING JUST PRIOR TO EMPLOYMENT. GENERALLY ALL WORKERS WERE REQUIRED TO ENGAGE IN TRAINING PROGRAMS TO EFFECT JOB TENURE AND ADVANCEMENT. RECOMMENDATIONS CONCERNED THE AVAILABILITY OF OCCUPATIONAL INFORMATION FOR RURAL YOUTH, CAREER COUNSELING, BROADENED VOCATIONAL AGRICULTURE PROGRAMS, AND PRE-JOB WORK EXPERIENCES. (JM)

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207 Nonfarm Agricultural Businesses
3,596 Employees
2,280 Workers with Agric. Competencies
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DEPARTMENT OF VOCATIONAL AGRICULTURAL EDUCATION

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COLLEGE OF AGRICULTURE

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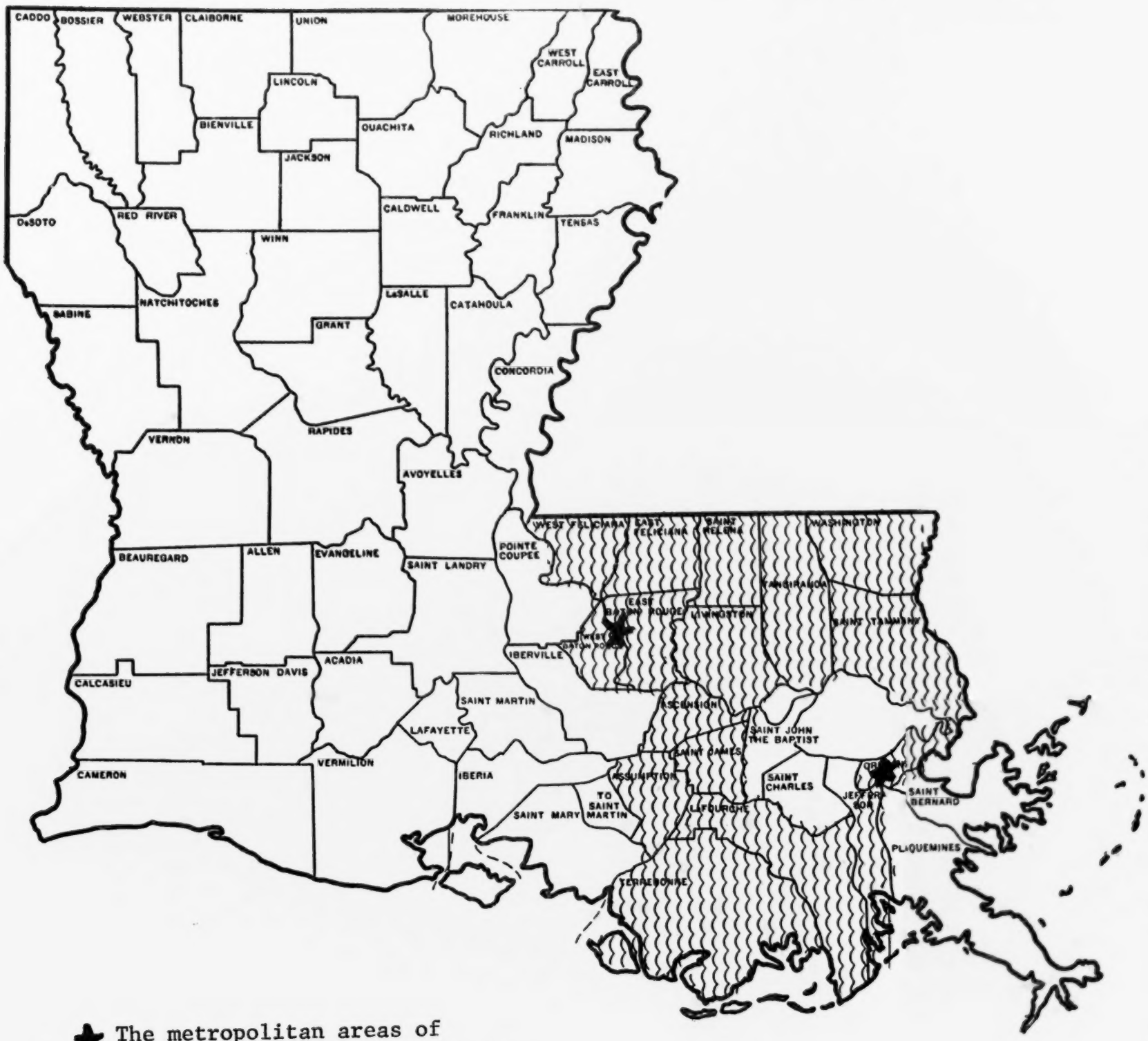

★ The metropolitan areas of Baton Rouge and New Orleans are excluded in this report

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PREFACE

The efficiency of the whole agricultural complex now depends upon the many products and services provided to farmers who require them for efficient production. These products and services are provided by specialized businesses and agencies located off the farm, usually in the small towns and cities. They employ as many or more workers than are involved on the farm in agricultural production.

Rural youth, because of their farm background and opportunities to pursue vocational agriculture in high school, have a decisive advantage over urban young people as prospective employees in nonfarm agricultural occupations, providing they complete high school and experience some specialized training relating to the nonfarm business or agency offering the kind of work that interests them.

The report is a part of a state-wide study to determine the scope of the nonfarm agricultural complex, to identify its various firms and the job titles they contain, and obtain descriptions of each job title identified, including knowledge and skill in agricultural subjects required for job entry.

The research is based on the assumption that findings will be usable in the hands of school administrators, counselors, and agricultural teachers who plan extended programs in vocational agriculture for purposes of meeting the occupational objectives of youth who plan careers in nonfarm agriculture.

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INTRODUCTION

The most significant basic need of man in a civilized society is a vocation. The success of all institutions making up a culture -- the home, the church, the school, the state -- can only be assured by workers engaged in a great variety of occupations required to support them. Whenever the population of a community, state or nation, is improperly distributed among the essential occupations, then every aspect of the society becomes retarded and life sinks to a low level.

All progressive societies express concern for the satisfactory employment of each generation, looking to the proper development of youth needed for occupations considered essential at the time. The problem differs with each new generation: occupations change, new ones develop demanding new knowledge and skill, while workers employed require upgrading because of advancing technology. Moreover, some occupations known to be basic but carrying little prestige may suddenly reach a high prestige level, owing to a lack of prospective workers or because the production or service involved has become in short supply.

Louisiana, like many other states in the Union, first developed an agricultural culture -- a culture based almost solely upon farm production,

rather than processing. Farming pursuits were able to absorb practically all youth, especially those interested in agriculture -- either as a farmer or as a farm worker. As a consequence, training programs structured for the benefit of youth in high school contained production goals as a major objective.

Emphasis in the state's economic life commenced to change rapidly with mounting industrial activity experienced during World War II -- a movement still gaining in momentum. Great numbers of youth who left the farm to enter the armed services, or to take a job connected with the war effort, never returned. Additionally, adults who left the farm to take work in industrial centers stayed on, or moved to other areas where jobs beckoned.

Following the war, a great industrial complex geared to war was redirected to peacetime needs. Instead of war machines, tractors and other farm implements soon rolled off the assembly lines. Chemicals once used in the war were refined to control weeds, grasses, and plant insects and disease. Fertilizers of all kinds poured out from industry, finding their way to the farms where production increases unknown before were obtained.

A continuing industrial revolution has produced changes on the farm equally revolutionary; many of the workers needed to man industry have come from the farm, including both youth and adults. As a consequence, farms have decreased in number while continually advancing technology make it possible to maintain and even increase production with fewer workers.

Accumulative developments on the farm and in the farm communities now exert their full force upon the local school. Whereas, formerly the training of rural youth to farm was the only aspect of vocational education

that called for special attention from the school, now the training of rural youth for many occupations is a matter of grave public concern.

Fortunately, the lack of off-farm jobs available to rural youth no longer exists. Industrial and urban developments offer many and varied job opportunities. Even within the general framework of agriculture a great host of nonfarm occupational opportunities are available to rural youth who have the training and experience required for job entry.

Among the many significant economic advances made in Louisiana over the past several decades is the development of nonfarm agricultural business -- a large segment of the economy now serving the production needs of the farmer and processing his products.

Concerns now a part of nonfarm agricultural business employ workers in considerable numbers, as do public agencies also organized to service farmers. Rural boys are particularly suited to work offered by this complex, because of their rural and farm background. Specific training gained in high school, plus this background of experiences, give the qualifications required of workers who deal with rural and farm people.

In Louisiana a massive effort has been made to identify nonfarm agricultural businesses and agencies, together with the qualifications of workers they employ. The research was accomplished in two phases: (1) a survey of the large metropolitan areas, and (2) a survey of the smaller towns and villages of the State.

For purposes of accomplishing Phase Two, the state was divided into four geographic areas, according to divisions employed by the State Department of Education to facilitate supervision of high schools having vocational agriculture programs.

This report covers findings for Area IV, the parishes making up the southeastern portion of the state, excluding the metropolitan areas of Baton Rouge and New Orleans for which similar reports have been made.

Hereafter, in this report when Area IV is referred to it will be understood that Baton Rouge and New Orleans are excluded.

Purpose of the Study

Vocational agricultural education is an essential part of a well-balanced vocational education program, which itself is an integral part of the total comprehensive school program. Leaders of vocational agriculture must prepare program objectives and formulate plans that are compatible with the central purpose of general education. In order to do this it is important to determine job opportunities and requirements in nonfarm agricultural occupations. This study was concerned with these occupations in the southeast area of Louisiana.

The primary purposes of the study were:

1. Identify nonfarm agricultural businesses and professional organizations having one or more job titles requiring competence in agricultural subjects,

2. Secure specific information concerning the job, and

3. Determine the kinds of training in agriculture associated with job entry and maintaining competence in employment.

The general objective was to provide leaders of education in the public schools of the southeast area of Louisiana with information concerning present and emerging occupations in nonfarm agriculture for which instruction in vocational agriculture is profitable and essential.

In order to help determine the changes necessary in the high school program of vocational agriculture it was assumed that the following data were essential:

1. Number of nonfarm agricultural businesses, professional organizations and agencies operating in the southeast area of Louisiana,

2. Number of employees in each and all of the agricultural businesses, firms or organizations including employee identification according to job title,

3. Competencies needed in agricultural subjects required for job entry and advancement, and

4. Distinguishing characteristics of all job titles such as: age of entry, salary or wage, formal education and experience, legal restrictions and union regulations, licensing and certification, and description of the work performed by workers within a specific job title.

Survey Procedure

The following procedure was employed in locating and identifying the nonfarm agricultural jobs existing in Area IV of Louisiana, and determining competencies needed by employees in these jobs.

1. A research proposal was prepared by the Department of Vocational Agricultural Education of Louisiana State University and submitted to the Office of Education, U. S. Department of Health, Education and Welfare, for approval.

2. After the approval of the proposal, four vocational agricultural teachers were employed as Research Associates by the Vocational Agricultural Education Department of Louisiana State University to supervise the interviews made in the investigations and to analyze, compute, and interpret the data gathered.

3. A survey instrument was developed similar to the one used in the study of the metropolitan areas of the state and those used by similar studies in 44 other states. The instrument was developed as a result of representatives of Louisiana State University attending several conferences of national and regional scope in an effort to coordinate the thinking of vocational educators in Louisiana with that of other states.

4. The southeastern area of Louisiana was divided on a school-community basis and a complete list of agriculturally oriented firms, organizations and industries was developed by the local vocational agricultural teacher of each community.

5. An extension course, designed by the Vocational Agricultural Education Department of Louisiana State University, was conducted in Hammond and Baton Rouge, Louisiana with the purpose of acquainting vocational agricultural teachers with the latest trends in agriculture, familiarize them with the research being conducted by the university, and to give them training in conducting interviews. The enrollees in this course did all of the interviewing and gathering of data under the supervision of the research team.

6. These data were tabulated by the research associates and processed by the Louisiana State University Computer Center.

7. Upon receiving the processed data from the computer center it was further tabulated, and interpreted by the research associates under the direction of Dr. Charlie M. Curtis, Director of Research, Vocational Agricultural Education Department, Louisiana State University.

Treatment of Survey Information

Information supplied by the 207 farm-based firms surveyed was organized under three general categories:

1. Occupational families,

2. Classification of job titles into levels of employment and training required in agricultural subjects, and

3. Special requirements for job entry.

The occupational families used in this study are the same as those adopted for use by the several states conducting similar studies. They are:

Farm Machinery Sales and Service
Farm Supplies and Equipment
Livestock and Poultry
Crops, Forestry and Soil Conservation
Ornamental Horticulture
Wildlife and Recreation
Farm Service
Agricultural Service

Total numbers of employees with required training in agricultural subjects were determined for each job title in all eight occupational families.

Job titles found were classified according to levels of employment based upon performance necessary to job function. The levels of employment used in this study are: Professional, Technical, Managerial, Supervisory, Sales, Office, Skilled, Semiskilled, and Unskilled. Average age for entry, median monthly salary or wage, and the number of employees needing knowledge or skill in each of the subject matter areas of agriculture was tabulated

under the following four broad areas: Plant Science, Animal Science, Agricultural Business Management and Marketing, and Agricultural Mechanics and Automation.

Specific employment requirements for each occupational family were determined according to each level of employment. They are: education, residential background, farm experience, and continuing education required for advancement after job entry.

This study was made in an attempt to present the scope of occupational opportunities available in off farm agriculture within the southeast area of Louisiana, excluding the New Orleans and Baton Rouge Metropolitan areas. Special consideration was directed toward training that must be offered at the high school level if interested youth are to be provided the background required to enter agricultural occupations performed off-the-farm.

The schedule and tabular forms used in this study were designed in cooperation with researchers from other states undertaking studies embracing the same general objectives.

PRESENTATION AND ANALYSIS OF SURVEY INFORMATION

A total of 207 agricultural businesses and agencies located in southeast Louisiana was included in this study.

Each of the 207 firms was categorized under the appropriate occupational family as follows:

I. Farm Machinery Sales and Service

Tractors and Equipment Company
Implement Company
Truck Company
Automobile Company
Equipment Company

II. Farm Supplies and Equipment

Fence Company
Hardware and Supply Company
Feed and Seed Stores
Feed, Seed, Fertilizer and Chemical Company
Construction Materials Company
Agricultural Supply Company
Agricultural Supply Co-op
Agricultural Marketing Co-op
Dime Store
Food Store
Department Store
Garden Center
Auto Supply Store
Rice and Feed Mill
Lumber and Building Supply Store

III. Livestock and Poultry

Creamery
Packing Company
Poultry Product Company
Stockyard
Hatchery
Dairy Product Company
Meat Market
Egg Company

IV. Crops, Forestry and Soil Conservation

Cannery
State Forestry Commission
Cotton Gin
Sugar Refinery
Fruit and Vegatable Produce Company
Lumber and Forestry Supply Company
Produce Company
Sawmill
Paper Mill
Tree Service

V. Ornamental Horticulture

Nursery
Nursery and Greenhouse
Landscape Service
Wholesale Florist
Retail Florist

VI. Wildlife and Recreation

none

VII. Farm Service

Farmers Home Administration
Electric Co-op
Machinery and Equipment Repair Service
Welding Shop
Water Well Service
Production Credit Association

VIII. Agricultural Service

Bank
Veterinarian
Animal Clinic
County Agent
Vocational Agriculture Teachers
Soil Conservation Service
Agricultural Stabilization and Conservation

Number of Agricultural Businesses

Table I lists the eight occupational families and gives the number of businesses surveyed in each. It was noted that 58 or 28 per cent of the 207 firms surveyed were categorized under Farm Supplies and Equipment, and 19.3 per cent were grouped under Livestock and Poultry industries. It was also noted in

Table I that no firms or businesses were surveyed under Wildlife and Recreation. This did not mean that none exist in Southeast Louisiana, only that none were surveyed. This Table indicates that 62 per cent of all businesses surveyed were grouped under Farm Supplies and Equipment, Livestock and Poultry, and Agricultural Services.

TABLE I

NUMBER OF AGRICULTURAL BUSINESSES, INDUSTRIES, AND AGENCIES GROUPED BY OCCUPATIONAL FAMILY, 1965

Occupational Family	Number	Per Cent
Farm Machinery Sales and Service	24	11.6
Farm Supplies and Equipment	58	28.0
Livestock and Poultry	40	19.3
Crops, Forestry and Soil Conservation	18	8.7
Ornamental Horticulture	11	5.3
Wildlife and Recreation	0	0.0
Farm Service	25	12.1
Agricultural Service	31	15.0
Total	207	100.0

Number of Persons Employed and Number Needing Agricultural Competencies

Table II shows the number of employees in each of the eight occupational families, the number having agricultural competencies, and the expected employment five years hence needing agricultural competencies.

It was noted from Table II that 63 per cent of the employees in the nonfarm agricultural firms in Southeast Louisiana have agricultural competencies,

TABLE II

NUMBER OF PERSONS EMPLOYED IN AGRICULTURAL BUSINESSES, INDUSTRIES AND AGENCIES, AND NUMBER OF EMPLOYEES NEEDING AGRICULTURAL COMPETENCIES, BY OCCUPATIONAL FAMILY

Occupational Family	Total Number of Employees	Employees Needing Agricultural Competencies			
		Current Employment	Per Cent Current Employees Needing Agri. Competencies	Expected Employment Five Years Hence	Per Cent Increase Five Years Hence
Farm Machinery Sales and Service	291	215	73.9	282	31.1
Farm Supplies and Equipment	648	490	75.6	543	10.8
Livestock and Poultry	905	670	74.0	757	12.9
Crops, Forestry and Soil Conservation	1,213	431	35.5	479	11.1
Ornamental Horticulture	71	62	87.3	71	14.5
Wildlife and Recreation	0	0	0.0	0	0.0
Farm Service	206	191	92.7	234	22.5
Agricultural Service	262	221	84.3	253	14.4
Total	3,596	2,280	63.4	2,619	14.8

and there will be a 14.8 per cent increase over the next five years. The Table further shows that only 35 per cent of employees in Crops, Forestry and Soil Conservation had agricultural competencies. This was primarily due to the large number of forestry workers or laborers, such as fire fighters, timber cutters, tree planters, etc. who did not need agricultural training to perform job activities.

Of considerable significance was the fact that even though the family of Ornamental Horticulture showed only 71 employees; 62, or 87 per cent, of them were reported having agricultural competencies. There seemed to be no particular relationship between total employment and the number needing agricultural competencies, rather, the work performed by firms within a family appeared to exert more influence on the proportion of workers needing agricultural knowledge or skill.

Number of Job Titles in Nonfarm Agricultural Businesses

The 2,280 employees needing agricultural competencies, found in the 207 nonfarm agricultural firms surveyed in Southeast Louisiana, held 369 job titles. These ranged from the unskilled laborer to the highly professional status.

A listing of the number of job titles identified by occupational family is found in Table III. The table also shows the expected increase of job titles in each family within the next five years. It should be pointed out that these job titles will not be new in the family, rather, some of the firms will add job titles that already exist in other firms in the family.

Table III reveals that 56 per cent of the job titles were found to exist in Livestock and Poultry, Farm Supplies and Equipment, and Crops, Forestry and Soil Conservation.

TABLE III

NUMBER OF JOB TITLES IN AGRICULTURAL OCCUPATIONS OTHER THAN FARMING BY OCCUPATIONAL FAMILIES

Occupational Family	Number of Job Titles	Number of Job Titles Five Years Hence	Per Cent Job Title Increase Five Years Hence
Farm Machinery Sales & Service	41	50	21.9
Farm Supplies & Equipment	69	76	10.1
Livestock & Poultry	78	84	10.5
Crops, Forestry & Soil Conservation	63	65	3.1
Ornamental Horticulture	12	13	8.0
Wildlife & Recreation	0	0	0.0
Farm Service	53	56	5.6
Agricultural Service	53	55	3.7
Total	369	399	8.1

Employees Needing Agricultural Training by Levels of Employment

Job titles and a brief description of each were used as a basis for categorizing persons under nine levels of employment by each occupational family as follows: (1) Professional, (2) Technical, (3) Managerial, (4) Supervisory, (5) Sales, (6) Office, (7) Skilled, (8) Semiskilled, and (9) Unskilled.

These data in Table IV include only those people having agricultural competencies as indicated by the employer or person interviewed.

The study revealed a concentration of people in the skilled, semi-skilled, and unskilled levels of employment. This was due to the fact that in this area of the state, poultry processing, forestry, and sugar refining employed a large number of people often referred to as "common labor". It seemed significant that 57 per cent of the employees having agricultural training were in these three levels of employment. It was also important to note that persons employed at the professional, technical, and supervisory levels made up only 11.5 per cent of 2,280 employees needing agricultural training.

Job Entry Age for Nonfarm Agricultural Workers

The mean age for all employees was found for each of the 207 firms by occupational family and for each level of employment. Consideration was given to the present, minimum, and maximum age for job entry.

Tables V-1 through V-8 show age averages under each category.

Present age of workers in all levels of employment in all occupational families average 35 years. These ages were distributed from a low of 27 years in some of the unskilled jobs, to a high of 45 years in some professional and managerial levels.

The minimum age of job entry was particularly significant in that the primary concern of this study was to determine the training needs of youth interested in nonfarm agricultural occupations at the high school and post high school levels. It was determined by these data that the average minimum age for job entry at all levels of employment in all families was 23 years, with ages ranging from 18 years in some of the unskilled jobs to

TABLE IV

TOTAL EMPLOYEES WITH AGRICULTURAL TRAINING BY LEVELS OF EMPLOYMENT IN OCCUPATIONAL FAMILIES

Occupational Family	Prof.	Tech.	Mana-gerial	Super-visory	Sales	Office	Skilled	Semi-skilled	Un-skilled	Total	Per Cent
Farm Machinery Sales & Service	0	0	39	4	48	9	91	21	3	215	9.4
Farm Supplies & Equipment	5	0	90	18	76	53	26	152	70	490	21.5
Livestock & Poultry	0	28	67	30	72	33	80	360	0	670	29.4
Crops, Forestry & Soil Conservation	41	12	25	17	9	13	20	143	151	431	18.9
Ornamental Horticulture	0	0	7	2	1	1	9	15	27	62	2.7
Wildlife & Recreation	0	0	0	0	0	0	0	0	0	0	0.0
Farm Service	8	6	33	5	1	30	44	48	16	191	8.4
Agricultural Service	63	15	25	9	0	79	9	21	0	221	9.7
Total	117	61	286	85	207	218	279	760	267	2,280	100.0
Per Cent	5.1	2.6	12.6	3.7	9.0	9.6	12.3	33.3	11.8	100.0	

TABLE V-1

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

FARM MACHINERY SALES AND SERVICE

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	0	0	0	0
Technical	0	0	0	0
Managerial	36	27	49	38
Supervisory	35	28	48	4
Sales	34	23	47	22
Office	30	21	49	7
Skilled	33	21	45	37
Semiskilled	31	19	45	10
Unskilled	35	18	58	12

TABLE V-2

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

FARM SUPPLIES AND EQUIPMENT

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	45	27	55	2
Technical	0	0	0	0
Managerial	39	28	52	86
Supervisory	34	24	50	15
Sales	34	22	49	26
Office	34	21	50	33
Skilled	35	23	48	14
Semiskilled	32	21	48	32
Unskilled	32	22	46	15

TABLE V-3

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

LIVESTOCK AND POULTRY

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	0	0	0	0
Technical	31	23	48	4
Managerial	34	25	46	57
Supervisory	33	25	50	15
Sales	33	24	49	17
Office	35	23	47	13
Skilled	29	21	44	24
Semiskilled	32	20	49	44
Unskilled	0	0	0	0

TABLE V-4

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

CROPS, FORESTRY AND SOIL CONSERVATION

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	35	19	38	16
Technical	40	30	57	9
Managerial	38	27	51	24
Supervisory	37	31	59	10
Sales	38	28	45	4
Office	30	22	46	9
Skilled	39	28	56	14
Semiskilled	38	18	43	12
Unskilled	32	18	49	5

TABLE V-5

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

ORNAMENTAL HORTICULTURE

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	0	0	0	0
Technical	0	0	0	0
Managerial	45	23	45	6
Supervisory	34	28	45	2
Sales	25	20	35	1
Office	30	25	40	1
Skilled	26	23	48	4
Semiskilled	29	19	50	5
Unskilled	27	22	46	4

TABLE V-6

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

WILDLIFE AND RECREATION

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	0	0	0	0
Technical	0	0	0	0
Managerial	0	0	0	0
Supervisory	0	0	0	0
Sales	0	0	0	0
Office	0	0	0	0
Skilled	0	0	0	0
Semiskilled	0	0	0	0
Unskilled	0	0	0	0

TABLE V-7

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

FARM SERVICES

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	35	23	45	6
Technical	30	21	43	2
Managerial	38	27	53	27
Supervisory	33	22	42	3
Sales	45	18	50	1
Office	31	21	52	17
Skilled	30	23	44	17
Semiskilled	28	20	45	14
Unskilled	33	20	47	5

TABLE V-8

AVERAGE PRESENT, MINIMUM AND MAXIMUM AGE OF ENTRY INTO OFF-THE-FARM AGRICULTURAL OCCUPATIONS, BY OCCUPATIONAL FAMILY AND LEVEL OF EMPLOYMENT

AGRICULTURAL SERVICE

Level of Employment	Present	Minimum	Maximum	Number of Job Titles
Professional	35	25	50	46
Technical	32	21	52	9
Managerial	44	31	53	17
Supervisory	41	26	55	7
Sales	0	0	0	0
Office	34	21	45	35
Skilled	36	20	48	8
Semiskilled	36	19	52	9
Unskilled	0	0	0	0

as high as 31 years in jobs requiring more responsibility and authority. It seemed significant to note that, in the main, there is a critical period for youth between graduation from high school and employability of some four to five years. Three primary reasons given for this time lag by persons interviewed were: military obligation, need for maturity, and ability to gain experience and accept responsibility. Some employers indicated, however, they would employ younger people if those people had some work experience or proper training.

Maximum age of employment seemed to center around 50 years of age with some employers indicating they would not consider an employee over 38 years of age and some stating they would be willing to employ a person up to 60 years of age if that person had the desired qualities.

It was noted by a careful study of Table V that the average present, minimum and maximum age for job entry increases as the skills, responsibility and authority demands of the job increase.

Salaries of Employees Working in Nonfarm Agriculture

Salaries for the nonfarm agricultural employees needing agricultural competencies were determined for each occupational family by levels of employment. Tables VI-1 through VI-8 show median monthly salaries under categories beginning, present, and maximum.

It was noted that generally the salaries increase with training, responsibility, and experience, with lower salaries being paid in the semi-skilled and unskilled levels of employment but becoming progressively higher as the employee accepts more responsibility and gains more experience.

TABLE VI-1

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

FARM MACHINERY SALES AND SERVICE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$ .00	$ .00	$ .00
Technical	.00	.00	.00
Managerial	394.75	544.75	676.00
Supervisory	375.50	375.50	525.50
Sales	271.00	425.50	705.54
Office	219.75	338.50	359.33
Skilled	316.00	378.08	436.41
Semiskilled	200.00	250.00	284.33
Unskilled	200.00	200.00	351.00

TABLE VI-2

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

FARM SUPPLIES AND EQUIPMENT

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$400.00	$500.00	$700.00
Technical	.00	.00	.00
Managerial	381.55	515.70	636.70
Supervisory	326.00	475.50	475.50
Sales	261.00	359.33	438.50
Office	226.00	286.00	347.87
Skilled	274.00	367.66	438.50
Semiskilled	231.00	266.62	336.00
Unskilled	211.71	233.50	263.50

TABLE VI-3

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

LIVESTOCK AND POULTRY

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$ .00	$ .00	$ .00
Technical	251.00	251.00	251.00
Managerial	398.00	472.98	554.57
Supervisory	321.84	376.00	463.50
Sales	221.83	413.50	476.00
Office	207.25	246.00	342.66
Skilled	258.14	315.29	381.00
Semiskilled	216.00	267.66	309.33
Unskilled			

TABLE VI-4

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

CROPS, FORESTRY AND SOIL CONSERVATION

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$600.00	$650.00	$711.00
Technical	538.50	542.66	625.50
Managerial	417.66	450.00	550.00
Supervisory	550.00	550.00	550.00
Sales	400.00	550.00	650.00
Office	183.50	213.50	238.50
Skilled	400.00	450.00	450.00
Semiskilled	225.50	243.85	284.33
Unskilled	228.50	228.50	228.50

TABLE VI-5

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

ORNAMENTAL HORTICULTURE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$ .00	$ .00	$ .00
Technical	.00	.00	.00
Managerial	384.50	500.00	713.50
Supervisory	350.00	400.00	450.00
Sales	300.00	450.00	500.00
Office	350.00	450.00	550.00
Skilled	174.50	225.50	275.50
Semiskilled	185.00	236.00	286.00
Unskilled	225.50	234.33	250.00

TABLE VI-6

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

WILDLIFE AND RECREATION

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$ .00	$ .00	$ .00
Technical	.00	.00	.00
Managerial	.00	.00	.00
Supervisory	.00	.00	.00
Sales	.00	.00	.00
Office	.00	.00	.00
Skilled	.00	.00	.00
Semiskilled	.00	.00	.00
Unskilled	.00	.00	.00

TABLE VI-7

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

FARM SERVICE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$450.00	$650.00	$713.50
Technical	350.00	725.00	725.00
Managerial	346.83	456.00	519.75
Supervisory	426.00	625.50	725.50
Sales	200.00	300.00	400.00
Office	233.14	280.16	326.00
Skilled	244.75	386.00	459.33
Semiskilled	271.00	291.00	325.50
Unskilled	213.50	213.50	213.50

TABLE VI-8

MEDIAN MONTHLY SALARY OF OCCUPATIONS OTHER THAN FARMING, BY OCCUPATIONAL FAMILIES AND LEVEL OF EMPLOYMENT

AGRICULTURAL SERVICE

Level of Employment	Median Monthly Salary		
	Beginning	Present	Maximum
Professional	$506.55	$625.50	$722.05
Technical	313.50	438.50	542.66
Managerial	675.50	712.36	715.58
Supervisory	475.50	625.50	707.25
Sales	.00	.00	.00
Office	283.50	366.00	430.16
Skilled	286.00	350.00	425.50
Semiskilled	238.50	288.50	363.50
Unskilled	.00	.00	.00

An explanation of two points in Table VI-1 seemed significant. First, it was noted that the median of the maximum monthly salaries for the unskilled was greater than those of the semiskilled. This was a result of some of the firms in the family paying higher salaries to employees classified as unskilled than other firms in the family paid employees classified as semiskilled. This situation occurred in several other cases as was found in two other families. The second item in Table VI-1 probably needing an explanation was the very high median of the maximum monthly salary of the sales people. Those employees were, in most cases, on commission and their salaries increase with sales ability and prospects. Also, some of the managers classified themselves as sales people because their major responsibility was selling. This situation made salaries of sales people in all occupational families very attractive.

The salaries of technicians in the family of Livestock and Poultry were reported very low. One factor leading to this was that some of the employees in poultry processing plants were given the responsibility of inspecting and are therefore called technicians, however, they were paid only the minimum salary.

Educational Level Desired of Persons Entering Nonfarm Agricultural Occupations

Representatives of nonfarm agricultural industry interviewed in this study indicated the educational level of employees should be high school graduation or better. Data in Table VII reveal that 81.5 per cent of the employees in this segment of industry would be replaced with persons with at least a high school education. It was noted that 38.5 per cent of the employees in the family of Livestock and Poultry did

TABLE VII

EDUCATIONAL LEVEL DESIRED OF PERSONS ENTERING AGRICULTURAL OCCUPATIONS OTHER THAN FARMING

Occupational Family	Number of Employees	Number of Employees											
		Less Than High School		High School Graduate		Post H. S. Tech. Educ.		Some College		College Degree		No Preference	
		No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Farm Machinery Sales & Service	215	23	10.7	118	54.9	28	13.0	37	17.2	8	3.7	0	0.0
Farm Supplies & Equipment	490	94	19.2	278	56.7	42	8.6	44	9.0	25	5.1	3	0.6
Livestock & Poultry	670	258	38.5	251	37.5	17	2.5	38	5.7	13	1.9	91	13.6
Crops, Forestry & Soil Conservation	431	5	1.2	159	36.9	95	22.0	13	3.0	59	13.7	100	23.2
Ornamental Horticulture	62	11	17.7	40	64.5	8	12.9	3	4.9	0	0.0	0	0.0
Wildlife & Recreation	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Farm Service	191	28	14.7	116	60.7	21	11.0	8	4.2	15	7.8	0	0.0
Agricultural Service	221	3	1.4	86	38.9	16	7.2	15	6.8	72	32.6	0	0.0
Total	2,280	442	18.5	1,048	46.0	227	10.0	158	6.9	192	8.4	194	8.5

not need a high school education. The fact that a large number of employees were employed in the poultry processing industry, where assembly line labor did not require a great deal of formal education, made the per cent of employees with less than high school education in that family extremely high. The Livestock and Poultry family employed 29 per cent of the 2,280 nonfarm agricultural employees found in the southeast area of Louisiana.

Table VII showed that in the family of Crops, Forestry and Soil Conservation the employers in 23.2 per cent of the cases indicated no preference as far as education was concerned. This family had a large number of workers in the unskilled and semiskilled levels of employment, where education was not considered particularly important for job entry. It was also shown that 26.1 per cent of the people employed in nonfarm agricultural occupations in this area of Louisiana needed more than a high school education. Another significant fact brought to light in Table VII is that 98.6 per cent of the employees in the family of Agricultural Service need high school education and above. In this family data indicate that 45.7 per cent of its employees need college degrees.

There was expressed concern among employers in industries where the minimum salary was paid, that if the employees had sufficient formal education they would seek better paying jobs, therefore, they would consider hiring people with less than high school education to fill these low paying jobs.

Residential Background Preferred of New Employees in Nonfarm Agricultural Occupations

A farm background was not an absolute requirement for entering nonfarm agricultural occupations found in the southeast area of Louisiana, but it was considered desirable for 72.8 per cent of the 2,280 workers found in this survey.

Table VIII indicates by occupational family the kind of background desired for agricultural workers in this area of the state.

These data give strong support to the argument that employers in nonfarm agriculture, who are concerned about the residential background of their workers, will almost invariably employ those with farm backgrounds over those who have rural nonfarm and urban backgrounds.

A significant fact brought out in the Table was that only 22.4 per cent of the jobs will be filled without regard to residential background.

Farm Experience Preferred of New Employees

Employers were not too concerned about the size of farm on which their employees gained farm experience. It was noted in Table IX that it was desirable for 39.6 per cent of the employees to receive their farm experience from commercial farms and 31.5 per cent from non-commercial farms. However, in 28.9 per cent of the cases no preference was indicated.

Commercial farm experience seemed more important for employees in the family of Farm Supplies and Equipment. Non-commercial farm experience seemed important to employees in the family of Ornamental Horticulture.

It seemed significant that the preferred farm experience for all the families was fairly evenly distributed over the three categories; commercial farms, non-commercial farms and no preference.

Agricultural Subjects in Which Prospective Workers Must Have Knowledge or Skills

One of the major objectives of this investigation was to determine job requirements, in terms of knowledge and skills, which are needed by

TABLE VIII

RESIDENTIAL BACKGROUND PREFERRED OF NEW EMPLOYEES

Occupational Family	Number of Employees	Farm		Rural Non-Farm		Urban		No Preference	
		No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Farm Machinery Sales & Service	215	121	56.3	25	11.6	7	3.3	62	28.8
Farm Supplies & Equipment	490	378	77.1	16	3.3	1	0.2	95	19.4
Livestock & Poultry	670	451	67.3	12	1.8	2	0.3	205	30.6
Crops, Forestry & Soil Conservation	431	342	79.4	22	5.1	0	0.0	67	15.5
Ornamental Horticulture	62	51	82.2	0	0.0	0	0.0	11	17.8
Wildlife & Recreation	0	0	0.0	0	0.0	0	0.0	0	0.0
Farm Service	191	138	72.2	8	4.2	0	0.0	45	23.6
Agricultural Service	221	177	80.1	15	6.8	3	1.3	26	11.8
Total	2,280	1,658	72.8	98	4.3	13	0.5	511	22.4

TABLE IX

FARM EXPERIENCE PREFERRED OF NEW EMPLOYEES

Occupational Family	Number of Employees	Commercial Farm		Non-Commercial Farm		No Preference	
		No.	Per Cent	No.	Per Cent	No.	Per Cent
Farm Machinery Sales & Service	121	54	44.6	62	51.3	5	4.1
Farm Supplies & Equipment	378	234	61.9	63	16.6	81	21.5
Livestock & Poultry	451	217	48.1	34	7.5	200	44.4
Crops, Forestry & Soil Conservation	342	15	4.4	215	62.9	112	32.7
Ornamental Horticulture	51	9	17.7	37	72.5	5	9.8
Wildlife & Recreation	0	0	0.0	0	0.0	0	0.0
Farm Service	138	63	45.6	58	42.0	17	12.4
Agriculture Service	177	64	36.2	52	29.4	61	34.4
Total	1,658	656	39.6	521	31.5	479	28.9

prospective employees to enter and advance in agricultural occupations in the southeast area of Louisiana. With this objective in mind agricultural subjects were divided into four categories: (1) Animal Science, (2) Plant Science, (3) Agricultural Business and Management, and (4) Agricultural Machinery and Automation. Tables X-1 through X-8 were designed to show agricultural subjects in which prospective employees must have training according to occupational levels and families.

The four categories of agricultural subject matter were subdivided into specific subjects which applied to each, and these subdivisions were checked by the interviewee as being Necessary, Desirable, or Not Necessary for the particular job being considered. A numerical index was given each of these three values, i.e. Necessary was given the index number of 3, Desirable was indexed by number 2, and Not Necessary by number 1. By interpretation, any subject matter area receiving from 1.000 to 1.399 for a particular level of employment was considered low, 1.400 to 1.799 was considered medium and 1.800 to 3.000 was very high.

These tables revealed that agricultural training and skills needed were generally high for those subjects that were directly associated with the job being considered, and also for the more technical and professional jobs in each family. The less skilled employees in each family generally needed less agricultural training and skills. For example, in the family Farm Machinery Sales and Service, it was noted that agricultural competencies needed in the category Agricultural Mechanization and Automation was very high at all levels of employment except Office. This type of relationship of agricultural competency to job generally held true throughout the study.

TABLE X-1

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

FARM MACHINERY SALES AND SERVICE

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	0	0	0	0	0
Technical	0	0	0	0	0
Managerial	39	1.439	1.749	2.329	2.224
Supervisory	4	1.000	1.386	1.125	2.333
Sales	48	1.597	1.839	1.926	2.227
Office	9	1.000	1.013	1.825	1.143
Skilled	91	1.105	1.413	1.345	2.311
Semiskilled	21	1.025	1.182	1.087	1.850
Unskilled	3	1.000	1.000	1.000	2.000

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-2

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

FARM SUPPLIES AND EQUIPMENT

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	5	2.438	1.545	2.125	1.000
Technical	0	0	0	0	0
Managerial	90	1.932	1.748	2.337	1.899
Supervisory	18	1.950	1.533	1.775	1.944
Sales	76	1.707	1.804	1.918	1.910
Office	53	1.519	1.399	1.917	1.444
Skilled	26	1.634	1.234	1.366	2.214
Semiskilled	152	1.422	1.244	1.422	1.641
Unskilled	70	1.492	1.333	1.342	1.667

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-3

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

LIVESTOCK AND POULTRY

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	0	0	0	0	0
Technical	28	2.188	1.250	1.781	1.792
Managerial	67	1.958	1.290	2.230	1.547
Supervisory	30	1.633	1.121	1.708	1.622
Sales	72	1.728	1.070	1.706	1.157
Office	33	1.471	1.000	1.952	1.090
Skilled	80	1.734	1.091	1.432	1.333
Semiskilled	360	1.435	1.095	1.210	1.360
Unskilled	0	0	0	0	0

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-4

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

CROPS, FORESTRY AND SOIL CONSERVATION

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	41	1.234	1.636	1.781	1.510
Technical	12	1.000	1.455	1.653	1.815
Managerial	25	1.328	1.625	2.250	1.639
Supervisory	17	1.050	1.345	1.688	1.684
Sales	9	1.125	1.818	2.188	2.083
Office	13	1.181	1.566	1.944	1.296
Skilled	20	1.036	1.247	1.304	1.940
Semiskilled	143	1.156	1.189	1.167	1.542
Unskilled	151	1.000	1.255	1.000	1.133

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-5

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR ,BY OCCUPATIONAL FAMILIES

ORNAMENTAL HORTICULTURE

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	0	0	0	0	0
Technical	0	0	0	0	0
Managerial	7	1.000	2.439	2.750	2.889
Supervisory	2	1.000	2.591	2.938	3.000
Sales	1	1.000	2.364	2.500	2.167
Office	1	1.000	2.182	2.250	2.500
Skilled	9	1.094	2.068	1.063	1.000
Semiskilled	15	1.000	1.891	1.650	1.800
Unskilled	27	1.188	1.955	1.406	1.750

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-6

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

WILDLIFE AND RECREATION

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	0	0	0	0	0
Technical	0	0	0	0	0
Managerial	0	0	0	0	0
Supervisory	0	0	0	0	0
Sales	0	0	0	0	0
Office	0	0	0	0	0
Skilled	0	0	0	0	0
Semiskilled	0	0	0	0	0
Unskilled	0	0	0	0	0

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-7

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

FARM SERVICE

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	8	2.354	2.091	2.500	2.167
Technical	6	1.813	1.591	1.438	1.000
Managerial	33	1.347	1.532	2.134	1.938
Supervisory	5	2.375	2.333	2.958	2.389
Sales	1	1.625	1.091	1.625	2.833
Office	30	1.125	1.242	1.544	1.167
Skilled	44	1.206	1.230	1.287	2.225
Semiskilled	48	1.098	1.123	1.196	1.571
Unskilled	16	1.050	1.109	1.000	2.000

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

TABLE X-8

AGRICULTURAL AREAS WITH WHICH EMPLOYEES MUST BE FAMILIAR, BY OCCUPATIONAL FAMILIES

AGRICULTURAL SERVICE

Level of Employment	Number	Average Competency Ratings			
		Animal Science	Plant Science	Agri. Bus. Mangt. & Mkt.	Agri. Mech. & Automation
Professional	63	2.084	2.257	2.212	2.051
Technical	15	1.486	1.970	1.792	1.889
Managerial	25	2.125	1.930	2.426	2.265
Supervisory	9	1.607	2.013	1.893	2.071
Sales	0	0	0	0	0
Office	79	1.482	1.644	2.089	1.619
Skilled	9	1.219	1.409	1.469	1.771
Semiskilled	21	1.278	1.263	1.250	1.611
Unskilled	0	0	0	0	0

Competency Rating Scale:
High (1.8 - 3.0)
Medium (1.4 - 1.7)
Low (1.0 - 1.3)

It seemed significant that agricultural competencies needed in the family Ornamental Horticulture were higher than in any other family. However, competencies needed in the area of Animal Science were extremely low in this Family.

Continuing Education Required of Nonfarm Agricultural Employees

It was revealed in Table XI that 95.5 per cent of the employees needing agricultural competencies needed some type of continuing education to enable them to advance in their jobs. The method most generally used to supply this educational requirement was on-the-job training which was used in 88.5 per cent of the cases. Public school adult education was used less than any other method as a means of supplying employees the continued education needed to advance on the job. Firm or industry schools were used by many businesses as a means of preparing employees for advancement.

It was shown in Table XI that employers considered on-the-job training and experience very important for advancement in the occupations.

TABLE XI

CONTINUING EDUCATION REQUIRED BY FIRMS TO ADVANCE IN OCCUPATIONS

Occupational Family	Number of Employees	Number of Employees											
		Firm or Industry School		On-the-Job Training		Public School Adult Educ.		Vocational School		Agri. College		None	
		No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent	No.	Per Cent
Farm Machinery Sales & Service	215	117	54.4	195	90.7	13	6.0	21	9.8	8	3.7	2	0.9
Farm Supplies & Equipment	490	159	32.4	372	75.9	9	1.8	60	12.2	28	5.7	52	10.6
Livestock & Poultry	670	263	39.2	634	94.6	4	0.6	50	7.5	39	5.8	21	3.1
Crops, Forestry & Soil Conservation	431	32	7.4	412	95.6	37	8.6	102	23.7	36	8.4	8	1.9
Ornamental Horticulture	62	12	19.3	60	96.7	0	0.0	1	1.6	4	6.4	0	0.0
Wildlife & Recreation	0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0	0	0.0
Farm Service	191	68	35.6	163	85.3	1	0.5	18	9.4	9	4.7	17	8.9
Agricultural Service	221	69	31.2	179	79.6	0	0.0	18	8.1	89	40.3	3	1.4
Total	2,280	720	31.6	2,015	88.5	64	2.8	270	11.8	213	9.4	103	4.5

SUMMARY, CONCLUSIONS AND RECOMMENDATIONS

Summary

Findings describing jobs contained in the nonfarm agricultural businesses and agencies located in southeast Louisiana, excluding those in Baton Rouge and New Orleans, may be summarized as follows:

1. Production agriculture and consumer needs in southeast Louisiana are serviced by a large and growing nonfarm agricultural complex made of agricultural businesses and agencies giving a great variety of services necessary to the Area.

   Previous studies for Baton Rouge and New Orleans show these cities with 408 nonfarm agricultural concerns. This study includes 207, giving the Area a total of 615.

2. The 207 firms making up this research lend themselves to logical classification according to recognized occupational family groupings which describe the kinds of services performed. Two-thirds of them belong to three occupational families; Farm Supplies and Equipment, Livestock and Poultry, and Agricultural Service. Almost one-third of the total could be classed under Farm Supplies and Equipment.

3. The 207 concerns employed 3,596 workers. Among them were 2,280 workers using a knowledge and skill in agricultural subjects for proper job performance. This number is expected to advance over a five-year period to 2,619, or 14 per cent.

4. A concentration of workers was found in Livestock and Poultry, Farm Supplies and Equipment, and Crops, Forestry and Soil Conservation, with Livestock and Poultry having the largest number. The three families employed 70 per cent of the workers having agricultural competencies.

5. The 2,280 workers held 369 specific job titles involving a knowledge or skill in agricultural subjects. Over 50 per cent of the job titles identified existed in Livestock and Poultry, Farm Supplies and Equipment, and Crops, Forestry and Soil Conservation.

   The 369 job titles will increase to 399 over the next five-year period.

6. The majority of workers, 56 per cent, was found in the Unskilled, Semiskilled and Skilled levels of employment.

Workers in other levels of employment ranged from a low of 2.6 per cent in Technical to a high of 12.6 per cent in Managerial.

7. Age of workers ranged from 27 years to 45. Age acceptable for job entry ran from 18 to 31 years. Age 23 was claimed to be about the average age at job entry. Maximum age at time of employment centered around 50, with actual age being secondary to knowledge and experience in agriculture at time of job entry.

8. The 207 nonfarm agricultural concerns covered expected a high school education of prospective workers. About one in five of those employed would be replaced by a person with less than a high school education. Even many of the low level job titles demand a high school education. Some of the Occupational families, especially Agricultural Service, require almost 100 per cent of workers to have a high school education.

   In high levels of employment some college training is required. At the Professional level, a degree is necessary.

9. Salaries paid for each worker level were fairly constant for all occupational families. Workers at the unskilled and semiskilled are at the bottom of the pay scale. Workers at the Professional and Managerial levels are at the top. Salaries increase with experience and tenure.

10. A farm background is desired of prospective workers, but is not an absolute requirement for employment. Yet, in 73 per cent of the cases a farm background is preferred, in contrast with a lack of interest in an urban background.

    Experience on a commercial or non-commercial farm is acceptable, though the commercial farm background is preferable.

11. Knowledge and skill in agricultural subjects required for job entry increase with high levels of employment. In most occupational families and for most job titles, specialized training is required in addition to training in all agricultural subject matter areas. Skilled, Semiskilled and Unskilled workers are not required to have a comprehensive knowledge of agricultural subjects.

    Specialized training, together with skills required of workers within an occupational family deal more directly with the kind of services peculiar to the family.

12. Generally, all workers, 95 per cent, are required to engage in training programs to effect job tenure and advancement. Firm and industry schools, plus on-the-job training, were used in most instances to provide the kind of continuous training needed.

Conclusions

Conclusions drawn from this research are offered for the benefit of youth and educators in southeast Louisiana who are looking to the nonfarm agricultural complex of the Area as a source of employment for rural boys:

1. The number and variety of nonfarm agricultural concerns in the Area, together with numbers of workers employed having and using knowledge and skill in agriculture, is of sufficient scope to attract the attention of youth who are looking for job opportunities off-the-farm. Additionally, these job opportunities, plus the number of high school boys who are looking for nonfarm agricultural jobs, offer educators an opportunity for signal service to youth by developing training programs geared to the concerns studied.

2. The nonfarm agricultural sector of the Area is growing, both in numbers of job titles and employees. It will offer more occupational opportunities to increased numbers of boys with each passing year.

   It provides work under specific job titles, each requiring definite knowledge and skill in agriculture. Job titles within an occupational family are related, giving farm boys greater opportunity to utilize their farm background when preparing for and seeking employment.

3. The agricultural businesses and agencies located in the Area offer nonfarm agricultural occupational opportunities at all levels of employment, ranging from skilled occupations to those that are professional. Compensation to the worker, plus job requirements, increase with each rise in level of employment.

4. The Area's nonfarm agricultural complex prefers workers having a commercial farm background, plus agricultural training at the high school level. Students in vocational agriculture who complete high school are employable, if their formal training is appropriately directed toward an occupational family.

   Practically all job titles, except those of low level, demand a high school education of the prospective worker.

5. Generally, formal training required for employment in nonfarm agricultural concerns, except for job titles at the professional level, must include basic processes in production agriculture, plus some specialized training leading to a particular family of occupations. Such specialization should be experienced just prior to employment.

6. High schools of the Area sponsor training in production agriculture, but are without programs designed to also provide the specialized instruction required for jobs contained in the nonfarm agricultural businesses and agencies located in the Area.

Increasing the dimensions of existing vocational agriculture programs will benefit all involved: the educator, youth, and nonfarm agricultural concerns.

Recommendations

A vast nonfarm agricultural complex exists in southeast Louisiana, supplying essential services to farmers along with processing and distributing their products. Businesses and agencies making up this complex employ considerable numbers of workers in a host of job titles at all levels of employment. Many of these workers perform services involving a knowledge and skill in agricultural subjects, requiring education and specific training.

The primary aim of researching the Area was to identify nonfarm agricultural concerns, the job titles they contained in agriculture and the qualifications required of prospective workers. It was assumed that this kind of information had to be accumulated before effective suggestions could be made to educators for use in developing new training programs for farm boys, or redirecting those in practice.

Findings clearly show that farm youth in Southeast Louisiana are surrounded by attractive job opportunities available in the great variety of nonfarm agricultural concerns located in the Area. A farm background together with a high school education and some specialized training gained in vocational agriculture will qualify youth for a majority of these jobs.

Undoubtedly, a number of youth in the Area desire to remain in agriculture but are without opportunities to farm. For them, nonfarm agriculture offers a wide range of occupational possibilities. They may enter college and prepare for work at the professional level, they can aspire to establishing or entering a nonfarm agricultural business as owner and manager, or they can plan for a job title in a particular occupational family.

Generally, for effective planning and training leading to satisfactory job entry youth require: occupational information of a scope sufficient to enable a choice of occupations available; actual occupational objectives based upon aspirations and capabilities; and comprehensive agricultural instruction, including training dealing more directly with occupational objectives.

How to organize high school offerings to better prepare youth in Area IV for jobs off-the-farm involving a knowledge and skill in agricultural subjects is a problem of major concern to all educators in the Area. A few suggestions considered timely as to procedure follow:

1. Occupational information covering employment opportunities in agriculture must be made available to rural youth, either as a part of individual school function or by special workshops conducted on a parish or area level.

2. Boys interested in agricultural careers must be directed in developing occupational objectives, according to interest and capabilities. Individuals interested in and having tangible opportunities to farm should develop farming plans. Others must plan for careers away from the farm.

3. Existing programs in vocational agriculture must be broadened, if they are to function in the lives of all who share their provisions. Programs containing at least three tracks are recommended:

    a. preparation for proficiency in farming occupations;
    b. preparation for occupations in nonfarm agricultural concerns; and
    c. preparation for agricultural colleges, offering training at the professional level.

4. Training resources of the school must be supplemented with facilities available in nonfarm agricultural concerns, giving boys essential pre-job experiences under actual working situations.

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APPENDIX

APPENDIX A

Louisiana State University
College of Agriculture
Department of Agricultural Education
Baton Rouge, Louisiana

Interviewer_____

Date of Interview_____

CONFIDENTIAL

Pre-Employment and Continuing Educational Needs of Persons Engaged in Off-the-Farm Agricultural Occupations in Selected Areas of Louisiana

Form I

Firm Number_____ Occupational Family _____

I. Name of Business or Service_____

II. Address_____ Town_____

Parish_____ Area_____

III. Person Interviewed_____

Position_____

IV. Estimated per cent gross income that is agriculturally oriented_____

V. Major agricultural products and/or functions of business or service

_____

_____

VI. Employees in this business or service (Total Number)_____

A. For employees needing competencies in agriculture, complete the following:

	Number of Employees			
	Presently		Five Years Hence	
Existing Job Titles	Full-Time	Part-Time	Full-Time	Part-Time
1. _____	_____	_____	_____	_____
2. _____	_____	_____	_____	_____
3. _____	_____	_____	_____	_____
4. _____	_____	_____	_____	_____

2

Form I (Con'd)

	Existing Job Titles	Number of Employees Presently Full-Time	Presently Part-Time	Five Years Hence Full-Time	Five Years Hence Part-Time
5.	_____	_____	_____	_____	_____
6.	_____	_____	_____	_____	_____
7.	_____	_____	_____	_____	_____
8.	_____	_____	_____	_____	_____
B.	Anticipated New Job Titles				
1.	_____	_____	_____	_____	_____
2.	_____	_____	_____	_____	_____
3.	_____	_____	_____	_____	_____
4.	_____	_____	_____	_____	_____

Fill out a separate Form II for each job title listed above.

Louisiana State University
College of Agriculture
Department of Agricultural Education
Baton Rouge, Louisiana

Interviewer_____

Date of Interview_____

CONFIDENTIAL

Pre-Employment and Continuing Educational Needs of Persons Engaged in Off-the-Farm Agricultural Occupations in Selected Areas of Louisiana

Form II

Firm Number_____Occupational Family_____Level of Employment_____

I. Name and Address of Firm_____

_____

II. Job Title_____

III. Number of workers in this Job Title

Full-Time_____Part-Time_____

IV. Anticipated Number of workers Five Years Hence

Full-Time_____Part-Time_____

V. Average Age_____Minimum for Entry_____Maximum for Entry_____

VI. Wages or Salary Per Month: (Beginning - Maximum - Present)

1._____150-200 4._____301-350 7._____451-500 10._____601-650

2._____201-250 5._____351-400 8._____501-550 11._____651-700

3._____251-300 6._____401-450 9._____551-600 12._____701 and above

VII. Activities and Duties of Persons with this Job Title (Detail)

_____

_____

_____

_____

_____

_____

VIII. Agricultural competencies with which worker must be familiar to do job

A. Area: Animal Science

Necessary	Desirable	Not Necessary		
_____	_____	_____	1.	Breeding Farm Animals
_____	_____	_____	2.	Livestock Feeding and Nutrition
_____	_____	_____	3.	Sanitation, Disease and Parasite Control
_____	_____	_____	4.	Housing and Equipment
_____	_____	_____	5.	Management
_____	_____	_____	6.	The Dairy Manufacturing Industry
_____	_____	_____	7.	Processing

_____ Packing Plants
_____ Creameries
_____ Poultry Processing
_____ Butchering

_____	_____	_____	8.	Marketing

_____ Packing Plants
_____ Creameries
_____ Poultry Processing Plants
_____ Livestock Auctions

B. Area: Plant Science

_____	_____	_____	9.	Propagation
_____	_____	_____	10.	Soils and Fertilization
_____	_____	_____	11.	Control of Insects_____ Diseases_____ Weeds_____
_____	_____	_____	12.	Management
_____	_____	_____	13.	Production of Ornamental Plants
_____	_____	_____	14.	Landscaping
_____	_____	_____	15.	Ginning
_____	_____	_____	16.	Warehousing

B. Area: Plant Science (cont'd)

Necessary	Desirable	Not Necessary		
_____	_____	_____	17.	Processing (food, seed, grain, etc.)
_____	_____	_____	18.	Marketing
_____	_____	_____	19.	Forestry

_____ Establishing a Stand
_____ Hardwood Control
_____ Fire Control
_____ Estimating and Grading
_____ Disease Control
_____ Insect Control
_____ Harvesting
_____ Marketing
_____ Manufacturing
_____ Pulp Wood

C. Area: Agricultural Business Management and Marketing

_____	_____	_____	20.	Records and Accounts, Budgeting and Analysis
_____	_____	_____	21.	Agricultural Financing, Credit and Insurance
_____	_____	_____	22.	Farm Organization and Management
_____	_____	_____	23.	Labor Management
_____	_____	_____	24.	Marketing Problems and Practices
_____	_____	_____	25.	Agricultural Policy
_____	_____	_____	26.	Agricultural and Related Price Analysis
_____	_____	_____	27.	Cooperatives and Business Organizations

D. Area: Agricultural Mechanics and Automation

_____	_____	_____	28.	Farm Power and Machinery
_____	_____	_____	29.	Farm Buildings and Conveniences
_____	_____	_____	30.	Farm Electrification and Processing
_____	_____	_____	31.	Soil and Water Conservation

D. Area: Agricultural Mechanics and Automation (cont'd)

Necessary	Desirable	Not Necessary	
_____	_____	_____	32. Farm Shop (welding, plumbing, etc.)
_____	_____	_____	33. Farm Construction and Maintenance

E. Other Agricultural competencies that are needed for this Job Title_____

_____

_____

_____

IX. Educational Level Desired for Job Titles (Check only one)

_____ 1. Less than High School Graduate

_____ 2. High School Graduate

_____ 3. Post High School Technical Education

_____ 4. Some College

_____ 5. College Degree (Baccalaureate)

_____ 6. Master's Degree

_____ 7. Doctor's Degree

_____ 8. No Preference

X. Residential Background (Check only one)

_____ 1. Farm

_____ 2. Rural, nonfarm

_____ 3. Urban

_____ 4. No Preference

XI. Farm Experience

_____ 1. On a commercial farm

_____ 2. On a noncommercial farm

_____ 3. No Preference

XII. Experience Desired to Enter this Job Title_____

_____

_____

XIII. Limitations on Entering this Job Title

A. Licensing or Certification

_____ 1. Professional

_____ 2. Industrial

_____ 3. Civil Service

B. Labor Law Restrictions_____

_____

C. Labor Union Restrictions_____

_____

D. Other (specify)_____

_____

XIV. Education Required to Advance in this Job Title

A. Technical short course or training provided by:

_____ 1. Your firm or the industry as a whole

_____ 2. On-the-job training

_____ 3. Public school (adult education)

_____ 4. A vocational school

_____ 5. An agricultural college

_____ 6. None

APPENDIX B

Following is a list of towns in Area IV which were surveyed.

Albany
Amite
Bogalusa
Covington
Denham Springs
Donaldsonville
Franklinton
Gonzales
Greensburg
Hammond
Kentwood
Lutcher
Napoleonville
Ponchatoula
Springfield
Thibodaux

Following is a list of firms and/or industries in Area IV which were surveyed

Brumfield Tractor, Amite
Jones Motor Co., Denham Springs
Agricultural Extension, Denham Springs
Soil Conservation, Denham Springs
Johnson Ford, Denham Springs
National Food Store, Denham Springs
Threetons Meat Packing (Albany), Denham Springs
Livingston Parish ASCS, Denham Springs
First Hungarian Association (Albany), Denham Springs
Johnsons Feed Mill (Angie), Bogalusa
J. R. Kornea (Angie), Bogalusa
Crown Zellerbach, Bogalusa
C. A. Stewart, Bogalusa
National Food Store, Bogalusa
Winn Dixie, Bogalusa
Breland Feed & Seed, Bogalusa
Employment Agency, Bogalusa
Dr. V. M. Sinclair, Bogalusa
Merchants Co., Bogalusa
Warrens Florist, Bogalusa
Arlts Flower Shop, Bogalusa
Holmes Nursery, Bogalusa
Pughs Florist, Bogalusa
Tom Paul Fornea Lumber Co. (Varnado), Bogalusa
Red Bird Ice Cream, Bogalusa
Soil Conservation, Greensburg
I.G.A. Supermarket, Greensburg
W. E. Dykes Feed & Dairy Sup. (Montpelier),Greensburg
F. H. A., Greensburg
Joseph M. Sitman, Inc., Greensburg
A.S.C.S., Greensburg
Cooperative Extension Service, Greensburg
Mizells Nursery, (Folsum), Covington
Cooperative Extension Service, Covington
Alexius Bros. Grocery, Covington
USDA Plant Pest Control Div., Covington
Edwin Mizell Nursery (Folsum), Covington
Marsolona Feed & Seed, Covington
Quave Equipment, Covington
Davis Welding Shop, Covington
Goss Slaughter House, Covington (Sun)
Hill-Behan Lumber Co., Covington
David Grocery & Market, Rt. 1, (Bush),Covington
Parkers Grocery & Service Station, Covington
Smith Hardware Co., Covington
Pool Lumber Co., Covington
Talleys Feed & Seed, Covington
Farmers Market, Covington
Gonzales Truckers Inc., Gonzales

Picoris Builders Supply, Gonzales
Robert Distributors, Gonzales
Gonzales Hardware Supply, Gonzales
Lamendola Pharmacy, Gonzales
Rushings Hardware, Gonzales
Carvillas Dutchtown Store, Gonzales
Progressive Stores, Gonzales
Stevens Meats Co., Inc., Gonzales
National Food Store of Louisiana, Gonzales
Pay-Less Supermarket, Gonzales
Gonzales Products, Gonzales
Gus Lass Lumber Co. (Prairieville), Gonzales
Ligon Brothers Nursery (Duplessis), Gonzales
Babins Electrical Supply, Gonzales
Templets Welding Supply, Gonzales
ASC, Donaldsonville
Ascension Parish Ag. Extension, Donaldsonville
New River Soil Conservation (Convent), Lutcher
Gonzales Animal Clinic, Gonzales
Bank of Gonzales, Gonzales
First National Bank of Gonzales, (Burnside), Gonzales
Hammond Egg Farm Inc., Hammond
Tangi Hatcheries, Hammond
Sledge-Townsend Feed Co., Hammond
Piggly-Wiggly Supermarket, Hammond
Bonaccorso Bros., Hammond
La. Hatcheries, Inc., Hammond
C. A. Stewart, Hammond
Winn Dixie, Hammond
United Foods, Hammond
Waters Truck & Tractor Co., Hammond
Hayden Tractor Co., Hammond
Hammond Equipment Co., Hammond
Citizen's National Bank, Hammond
Guaranty Bank, Hammond
Hammond Feed & Seed, Hammond
K & K Mfg. Inc., Hammond
Seacone Meat Co. (Loranger), Hammond
Oak Ridge Poultry Farm (Roberts), Hammond
Chickdale Farms, Hammond
La. Farm Services Inc., Hammond
La. Forestry Commission, Hammond
Austin Veterinarian Hospital, Hammond
Hecalite Co., Hammond
Cross, Inc., Hammond
Swindle Milling Co., Kentwood
Dairy Farmers Trucking Assn. (Tangipahoa), Kentwood
The Voss Co., Kentwood Branch, Kentwood
Terry Equipment Co., Kentwood
Allen Bros. Feed Co., Kentwood

Kentwood Feed Mill, Kentwood
Hillside Dairy, Amite
Amite Pump & Well Supply, Amite
H. L. Varnado Well Works, Amite
C. P. Currier Elec. & Plumbing, Amite
Green Gold Chemical (Tickfaw), Amite
Huck Milling Co. (Independence), Amite
Baton Rouge Prod. Credit, Amite
Home Lumber & Hardware, Amite
E. J. LeTard Dist. Oil, Amite
Clemons Bro. Lumber Co., Amite
White Dairy Supply, Amite
W. L. Phillips Feed (Tangipahoa), Kentwood
Watson Bros. (Tangipahoa), Kentwood
N. Cefalu Co., Amite
Richardson Motors, Amite
U. S. Soil Conservation Service, Amite
Agriculture Extension Service, Amite
Farmers Home Administration, Amite
ASC, Amite
Roy Debuono's Feed & Seed, Amite
Amite Milling Co., Amite
Ponchatoula Farm Bureau, Ponchatoula
Shay Tractor Co., Ponchatoula
Perrin Produce, Ponchatoula
McClendon Nursery, Ponchatoula
Shillings Nursery (Loranger), Hammond
Pugh's Florist, Ponchatoula
New Orleans Chip Steak Co., Ponchatoula
Ponchatoula Feed & Seed, Ponchatoula
La. Egg Producers Assn., Springfield
Louisiana Cypress Lumber Co., Ponchatoula
Murphy Bateman Bldg. & Supply, Franklinton
Kerr-McGee Plant Food Center, Franklinton
La. Agri. Coop., Franklinton
Soil Conservation, Franklinton
ASC, Franklinton
Martin Meat Co., Lutcher
Dugas & LeBlanc Westfield Factory, Gonzales
Milliken & Farwell Inc., Napoleonville
Zeringues Farm Equipment, Lutcher
J. W. Jackson General Contractor, Lutcher
Christy & LeBlanc Contractors, Lutcher
La. Farm Supplies, Donaldsonville
Wagenspack Tractor Co., Donaldsonville
Glenwood Coop. Inc., Napoleonville
Bergerons Meat Market, Napoleonville
Labadieville Machinery Co., (Labadieville), Napoleonville
Dugas & LeBlanc Ltd., (Paincourtville), Napoleonville
Frey Bros., Inc., Donaldsonville
Cane Air Aviation Service (Bell Rose), Donaldsonville

Templet Bro. Market (Pierre Part), Donaldsonville
Le Blanc Br. Contractors, Donaldsonville
La. Agri. Service, Thibodaux
Food Town, Thibodaux
Hebert's Farm & Garden & Spray Serv., Thibodaux
Thompson Packing Co., Thibodaux
Toups Equipment Co., Thibodaux
Mattingly Tractor Inc., Thibodaux
Little French Market, Thibodaux
USDA-ARS Plant Pest Control, Thibodaux
Heberts Processing Plant, Thibodaux
Agricultural Extension Serv., Thibodaux
Inday Equipment Co., Thibodaux
F.H.A., Thibodaux
J. & L. Engineering Co, Thibodaux
Simmons Appliance Store; Franklinton
Richardson Gin & Feed Mill, Franklinton
Galloway Tractor Co., Franklinton
Wrights Feed & Seed; Franklinton
First State Bank & Trust, Franklinton
Ray Pettit Firestone Store, Franklinton
Smith Fertilizer & Seed, Franklinton
Western Auto Store, Franklinton
Forshag Drugs, Franklinton
Burris Feed Mill, Franklinton
Washington Cooperative, Franklinton
Washington Bank & Trust, Franklinton
F.H.A., Franklinton
Penny Hardware, Franklinton
Woods Meat Co., Franklinton
Washington, St. Tammany Electric Co-op, Franklinton
Bickham Oil Co., Franklinton
Washington Cooperative, Franklinton
Smith & Smith Inc., Franklinton
Farm Bureau, Franklinton
Wash. Parish Agri. Dept., Franklinton
Burnell's Oliver Tractor Co., Franklinton
Farmers Exchange Inc., Franklinton
Gulf Mill Association, Franklinton
Green Tractor & Impliment Co., Franklinton
Ralph Cotton Water Well Service, Franklinton
Franklinton Art. Breeding Unit #2, Franklinton
Soil Conservation Service, Franklinton
Big "B" Feed Co., Franklinton
Wood Meat Plant, Franklinton
Verger Motors Co., Franklinton
Agri. Ext. Service, Franklinton
Knights Gro. Co., Franklinton
Johnsons Hardware, Franklinton
L.S.U. Experiment Station, Franklinton
Amite Bldg. & Supply, Amite
Claude Wilderson & Son, Amite

B. Sterns Co., Amite
Magee Hardware, Amite
Mo-Hay Feed Co., Donaldsonville

APPENDIX C

The following is a list of the job titles in each of the eight non-farm agricultural occupational families, including the number of workers found in each job title.

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Machinery Sales & Service	Professional	
	Total Professional.	0
	Technical	
	Total Technical.	0
	Managerial	
	General Manager	5
	Sales Manager	2
	Parts Manager	5
	Service Manager	3
	Manager	12
	Office Manager	3
	President	2
	Vice President	1
	Credit Manager	1
	Owner	1
	Owner Manager	1
	Branch Manager	1
	Sec. & Treas.	1
	Total Managerial.	39
	Supervisory	
	Shop Foreman	1
	Parts Foreman	1
	Demonstrator of Cane Equip.	2
	Total Supervisory.	4
	Sales	
	Salesman	35
	Parts Salesman	8
	Manufacturer's Agent	1
	Farm Equipment Salesman	4
	Total Sales.	48
	Office	
	Clerk	2
	Bookkeeper	3
	Office Secretary	2
	Office Clerk	2
	Total Office.	9

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Machinery Sales & Service (cont'd)	**Skilled**	
	Mechanic	53
	Truck Mechanic	2
	Serviceman	2
	Tractor & Machine Mechanic	2
	Parts Man	8
	Farm Equip. Mechanic	5
	Welder	10
	Painter	1
	Small Engine Repairman	1
	Mechanic & Partsman	3
	Drill Press Operator	2
	Fitter	2
	Total Skilled.	91
	Semiskilled	
	Truck Driver	1
	Mechanic Helper	13
	Assemblyman	7
	Total Semiskilled.	21
	Unskilled	
	Porter	3
	Total Unskilled.	3
	Total Farm Machinery Sales and Service.	.215
Farm Supplies and Equipment	**Professional**	
	Nutritionist	4
	Pharmacist	1
	Total Professional.	5
	Technical	
	Total Technical.	0
	Managerial	
	Manager	25
	Store Manager	4
	General Manager	2
	Treasurer	1
	Plumbing & Welding Dept. Mgr.	1
	President	6
	Secretary-Treasurer	2
	Production Manager	1
	Manager-Owner	15
	Asst. Manager	8
	Dept. Manager	4
	Sales Manager	3

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Supplies and Equipment (cont'd)	Managerial (cont'd)	
	Office Manager	1
	Vice President	3
	Warehouse Manager	2
	Mill Manager	4
	Poultry Operator Mgr.	1
	Yard Manager	1
	Assistant Yard Manager	1
	President-Owner	1
	Egg Plant Manager	1
	Owner-Operator	3
	Total Managerial.	90
	Supervisory	
	Mill Foreman	8
	Mill Superintendent	1
	Superintendent	1
	Plant Supervisor	1
	Yard Foreman	1
	Warehouse Foreman	3
	District Supervisor	1
	Service Supervisor	1
	Plant Foreman	1
	Total Supervisory.	18
	Sales	
	Salesman	50
	Sales Clerk	16
	Outside Salesman	1
	Farm Store Salesman	3
	Buyer	1
	Store Clerk	5
	Total Sales	76
	Office	
	Bookkeeper	6
	Chief Accountant	1
	Receiving Clerk	1
	Office Employees	8
	Secretary	5
	Clerk	22
	Accountant	2
	Stock Clerk	1
	Cashier	1
	Office Clerk	5
	Clerk Bookkeeper	1
	Total Office.	53

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Supplies and Equipment (cont'd)	Skilled	
	Mechanic	1
	Serviceman	10
	Operator	5
	Farm Service Man	2
	Plant Operator	2
	Butcher	1
	Mixing Man	4
	Miller	1
	Total Skilled.	26
	Semiskilled	
	Service Man	4
	Maintenance Man	9
	Poultry Service Man	2
	Truck Driver	97
	Warehouseman	32
	Egg Grader	8
	Total Semiskilled.	152
	Unskilled	
	Porter	1
	Yardman	2
	Laborers	56
	Truck Helper	7
	Delivery Man	4
	Total Unskilled	70
Total Farm Supplies and Equipment.		.490
Livestock and Poultry	Professional	
	Total Professional.	0
	Technical	
	Field	6
	Inspector Grader	20
	U.S.D.A. Inspector	2
	Total Technical.	28
	Managerial	
	Plant Manager	3
	President	4
	Manager	10
	Assistant-Manager	7
	Owner Manager	6
	Assistant Plant Manager	1
	Sales Manager	2
	Vice President	3

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Livestock and Poultry (cont'd)	Managerial (cont'd)	
	Office Manager	5
	General Manager	3
	Assistant Office Manager	1
	Production Manager	1
	Farm Manager	1
	Produce Manager	4
	Market Manager	6
	Assistant Market Manager	1
	Frozen Food Manager	1
	Route Manager	1
	Grocery Manager	2
	Store Manager	1
	Owner-Operator	1
	Feed Mill Manager	2
	Stock Manager	1
	Total Managerial.	67
	Supervisory	
	Plant Supervisor	7
	Sales Supervisor	1
	Plant Foreman	2
	Foreman	7
	Produce Control Supervisor	5
	Poultry Supervisor	2
	Hatchery Foreman	3
	Pullet Program Foreman	2
	Plant Maintenance Supt.	1
	Total Supervisory.	.30
	Sales	
	Salesman	21
	Route Salesman	44
	Cattle Buyer	6
	Produce Clerk	1
	Total Sales.	.72
	Office	
	Bookkeeper	5
	Shipping Clerk	1
	Office Worker	12
	Secretary	11
	Receiving Clerk	2
	Cashier	1
	Clerk	1
	Total Office.	33
	Skilled	
	Meat Cutter	15

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Livestock and Poultry (cont'd)	Skilled (cont'd)	
	Stockman	1
	Ice Cream Maker	1
	Butcher	7
	Pasteurizer Operator	1
	Grader Packer	20
	Operator	29
	Disease Control Man	4
	Butcher Meat Cutter	2
	Total Skilled.	80
	Semiskilled	
	Maintenance Man	9
	Milker	2
	Cooler Man	6
	Warehouseman	1
	Ring Man	16
	Sausage Maker	1
	Butcher's Helper	8
	Poultry Processors	12
	Curer	1
	Slaughterer	4
	Processor	2
	Truck Driver	10
	Candler & Grader	3
	Laborer	170
	Groundsman	2
	Produce Helper	5
	Meat Wrapper	4
	Packer (Dairy)	3
	Egg Room Operator	9
	Farm Operator	6
	Trimmer	80
	Hatching Egg Handler	2
	Egg Packer	4
	Total Semiskilled.	360
	Unskilled	
	Total Unskilled	0
Total Livestock and Poultry.		670
Crops, Forestry and Soil Conservation	Professional	
	Forester III	1
	Service Forester	1
	Soil Scientist	1
	Agronomist	1
	Engineer	1

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Crops, Forestry and Soil Conservation (cont'd)	Professional (cont'd)	
	Chemist	5
	Unit Forester	2
	Asst. District Forester	1
	District Forester	5
	Forester	1
	Chief Forester	1
	Area Forester	15
	Forest Specialist	6
	Total Professional.	.41
	Technical	
	Assistant Engineer	2
	Radio Technician	1
	Investigator II	1
	Engineer	2
	Graders	2
	Lumber Inspector	1
	Cotton Classer	2
	Cane Inspector	1
	Total Technical.	12
	Managerial	
	Assistant Manager	5
	Manager	6
	Office Manager	1
	Vice President	1
	Store Manager	1
	General Manager	1
	Produce Manager	2
	Market Manager	2
	Owner-Manager	1
	Assistant Market Manager	2
	Assistant Produce Manager	1
	Assistant Store Manager	1
	Planner Mill Manager	1
	Total Managerial.	.25
	Supervisory	
	Foreman	7
	Fabrication Superintendent	2
	Assistant Superintendent	3
	Superintendent	1
	Logging Foreman	2
	Factory Superintendent	2
	Total Supervisory.	17

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Crops, Forestry and Soil Conservation (cont'd)	Sales	
	Salesman	6
	Sales Manager	1
	Assistant Sales Manager	1
	Cane Buyer	1
	Total Sales.	9
	Office	
	Clerks	3
	Secretary-Treasurer	1
	Typist Clerk	1
	Office Worker	4
	Bookkeeper	3
	Receipt Writer	1
	Total Office.	13
	Skilled	
	Heavy Equipment Operator	1
	Forest Ranger	2
	Mechanic	3
	Forest Foreman	1
	Ranger	4
	Millwright	2
	Sawyer	4
	Cutup man	1
	Maintenance Man	1
	Timber Market Estimator	1
	Total Skilled	20
	Semiskilled	
	Tractor Operator	7
	Forest Fireman	67
	Forest Towerman I	16
	Forest Towerman II	6
	Crew Leader	19
	Utility Man	18
	Meat Wrapper	1
	Relief Man	1
	Cane Sampler	8
	Total Semiskilled	143
	Unskilled	
	Woods Crew	50
	Laborer	50
	Tree Planter	50
	Produce Trimmer	1
	Total Unskilled	151
Total Crops, Forestry and Soil Conservation		431

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Ornamental Horticulture	Professional	
	Total Professional	0
	Technical	
	Total Technical	0
	Managerial	
	Assistant Manager	1
	Owner-Manager	5
	Manager Grower	1
	Total Managerial	7
	Supervisory	
	Foreman	2
	Total Supervisory	2
	Sales	
	Landscape Salesman	1
	Total Sales	1
	Office	
	Secretary-Treasurer	1
	Total Office	1
	Skilled	
	Floral Designer	8
	Budder Cutter	1
	Total Skilled	9
	Semiskilled	
	Nurseryman	4
	Digger	6
	Pinner	5
	Total Semiskilled	15
	Unskilled	
	Laborer	27
	Total Unskilled	27
Total Ornamental Horticulture		62
Wildlife and Recreation	Professional	
	Total Professional	0
	Technical	
	Total Technical	0
	Managerial	
	Total Managerial	0

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Wildlife and Recreation (cont'd)	Supervisory	
	Total Supervisory.	.0
	Sales	
	Total Sales.	.0
	Office	
	Total Office.	0
	Skilled	
	Total Skilled.	.0
	Semiskilled	
	Total Semiskilled.	.0
	Unskilled	
	Total Unskilled.	.0
Total Wildlife and Recreation.		0
Farm Service	Professional	
	F.H.A. Supervisor	3
	Assistant County Supervisor	2
	Electrical Engineer	2
	District Sales Manager	1
	Total Professional.	8
	Technical	
	Artificial Inseminator	1
	Pilot	5
	Total Technical.	.6
	Managerial	
	Manager	9
	Assistant Manager	5
	Branch Manager	1
	Vice President	1
	President	1
	General Manager	1
	Office Manager	4
	Owner-Manager	4
	Plant Manager	2
	Credit Manager	1
	Manager-Operator	3
	Assistant Branch Manager	1
	Total Managerial.	.33

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Service (cont'd)	Supervisory	
	Assistant County Supervisor	3
	Field Representative	2
	Total Supervisory. 5	
	Sales	
	Counter Salesman	1
	Total Sales. 1	
	Office	
	Office Worker	11
	Office Clerk	1
	Secretary	4
	Bookkeeper	6
	Clerk	4
	Checker	2
	Warehouse Clerk	2
	Total Office. 30	
	Skilled	
	Mechanic	4
	Serviceman	5
	Carpenter	2
	Lineman	13
	Welder	4
	Driller	5
	Gin Repairman	2
	Plumber	1
	Engineer	6
	Machinest-Welder	2
	Total Skilled. 44	
	Semiskilled	
	Termite Service Man	6
	Well Driller Helper	4
	Fieldman	3
	Warehouseman	6
	Ground Crew	8
	Tree Climber	6
	Welder's Helper	10
	Carpenter's Helper	2
	Meter Reader	1
	Form Setter	2
	Total Semiskilled. 48	
	Unskilled	
	Laborer	6
	General Helper	6
	Electrician's Helper	2

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Farm Service (cont'd)	Unskilled (cont'd)	
	Plumber's Helper	1
	Truck Driver's Helper	1
	Total Unskilled.	16
	Total Farm Service.	191
Agricultural Service	Professional	
	Voc. Agri. Teacher	8
	Executive Assistant II	1
	Executive Assistant Dept. of Agriculture	1
	Veterinarian	3
	Assistant County Agent	3
	Home Demonstration Agent	6
	Agriculture Engineer	1
	County Office Manager	1
	County Agent	7
	Assoc. County Agent	11
	Agri. Marketing District	1
	Soil Scientist	3
	Asst. Home Demonstration Agent	6
	Conservationalists	1
	Assoc. Home Demonstration Agent	3
	Soil Conservationist	1
	Work Unit Conservationist	2
	Station Superintendent	1
	Agriculture Professor	3
	Total Professional.	63
	Technical	
	Pest Control Technician	2
	Soil Conservation Technician	1
	Employment Security Tech.	2
	Soil Conser. Aid	1
	Conservation Technician	3
	Soil Conservation Aid	5
	Computer	1
	Total Technical.	15
	Managerial	
	President	5
	Manager	2
	Office Manager	2
	Asst. Vice President	4
	Vice President	8
	County Office Manager	2

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Agricultural Service (cont'd)	Managerial (cont'd)	
	District Manager	1
	Asst. Cashier, Manager	1
	Total Managerial. 25	
	Supervisory	
	Work Unit Supervisor	2
	Supervisor	3
	Employment Security Super.	1
	Farm Supervisor	2
	District Fieldman	1
	Total Supervisory. 9	
	Sales	
	Total Sales. 0	
	Office	
	Secretary	8
	Note Teller	19
	Program Clerk	3
	Counter Clerk	2
	Administrative Clerk	1
	Clerk	11
	Assistant Cashier	5
	Chief Clerk	4
	Bookkeeper	20
	Agri. Conservation Program Clerk	1
	General Clerk	2
	C.A. & M. Clerk	1
	Stock Clerk & Warehouseman	2
	Total Office. 79	
	Skilled	
	Auto Mechanic	1
	Field Reporter	6
	State Cooperator	1
	Equipment Operator	1
	Total Skilled. 9	
	Semiskilled	
	Plant Pest Control Worker	3
	Veterinarian Helper	2
	Kennel Helper	1
	Plumber's Helper	4
	Farm Laborer	10
	Pest Control Assistant	1
	Total Semiskilled. 21	

OCCUPATIONAL FAMILY	LEVEL OF EMPLOYMENT AND JOB TITLES	NUMBER OF WORKERS
Agricultural Service (cont'd)	Unskilled	
	Total Unskilled.	.0
	Total Agricultural Service.	.221